

# Comparisons of Job Characteristics

**Focus Occupation:** **Managers, All Other (11-9199)**

**Associated Occupation:** **Training and Development Managers (11-3042)**

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 64

**Focus Occupation:** **Managers, All Other (11-9199)**

**Associated Occupation:** **Training and Development Managers (11-3042)**

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Education and Training	9.2	22.1	11.0	<<	Extensive education and/or training may be required
English Language	11.2	19.4	15.1	<<	Extensive education and/or training may be required
Customer and Personal Service	11.3	16.6	11.8	<<	Extensive education and/or training may be required
Personnel and Human Resources	5.6	16.6	9.9	<<	Extensive education and/or training may be required
Administration and Management	8.4	16.0	14.5	<	Expanded education and/or training may be required
Psychology	6.4	12.3	6.1	<<	Extensive education and/or training may be required
Sociology and Anthropology	4.1	11.4	3.2	<<	Extensive education and/or training may be required
Communications and Media	5.3	11.2	6.3	<<	Extensive education and/or training may be required
Sales and Marketing	5.2	10.4	7.9	<<	Extensive education and/or training may be required
Philosophy and Theology	3.2	6.7	3.0	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 81

**Focus Occupation:** **Managers, All Other (11-9199)**

**Associated Occupation:** **Training and Development Managers (11-3042)**

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Learning Strategies	7.2	18.5	8.7	<<	Extensive development of skills in this area may be required
Speaking	10.8	16.9	13.1	<<	Extensive development of skills in this area may be required
Instructing	7.8	15.5	10.2	<<	Extensive development of skills in this area may be required
Coordination	9.1	13.9	13.0	0	Current skill level may be sufficient
Active Learning	8.7	13.6	11.0	<	A higher skill level may be required
Management of Personnel Resources	6.9	13.6	11.0	<	A higher skill level may be required
Monitoring	9.9	13.6	13.3	0	Current skill level may be sufficient
Management of Financial Resources	3.3	12.8	6.2	<<	Extensive development of skills in this area may be required
Time Management	8.9	12.6	11.7	0	Current skill level may be sufficient
Persuasion	7.4	12.2	10.5	<	A higher skill level may be required
Systems Evaluation	6.4	11.3	11.4	0	Current skill level may be sufficient
Management of Material Resources	3.7	7.7	7.4	0	Current skill level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Abilities

Similarity of Focus Occupation to Associated Occupation: 96

Focus Occupation: Managers, All Other (11-9199)

Associated Occupation: Training and Development Managers (11-3042)

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	17.2	14.5	<	Some improvement in abilities may be required
Speech Clarity	10.2	17.0	11.7	<<	Extensive improvement in abilities may be required
Written Expression	9.8	14.8	14.0	0	Current ability level may be sufficient
Written Comprehension	11.0	14.2	14.7	0	Current ability level may be sufficient
Deductive Reasoning	10.6	14.1	13.0	0	Current ability level may be sufficient
Speech Recognition	9.9	14.1	11.3	<	Some improvement in abilities may be required
Originality	7.6	12.6	10.1	<	Some improvement in abilities may be required
Fluency of Ideas	7.6	12.5	10.0	<	Some improvement in abilities may be required
Memorization	5.6	8.9	6.2	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

There are no common work activities.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 77

**Focus Occupation: Managers, All Other (11-9199)**

**Associated Occupation: Training and Development Managers (11-3042)**

Tools and Technologies	Exclusivity
Audio and visual equipment	4
Business function specific software	1
Computers	1
Content authoring and editing software	1
Content management software	6
Development software	4
Finance accounting and enterprise resource planning ERP software	2
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.